

# Anti-Discrimination Commission Queensland

## STRETCH RAP 2016-2019



*Walking together for our future, Colleen Wall, 2007*



## Message from the Commissioner

*The Anti-Discrimination Commission Queensland (ADCQ) is an independent statutory agency, responsible for promoting an understanding and acceptance, and the public discussion of human rights in Queensland. Our vision is to create a fair and inclusive Queensland by empowering people to understand and exercise their human rights.*

*Our first Reconciliation Action Plan (RAP) outlined the role the ADCQ would play in closing the unacceptable gaps between Aboriginal and Torres Strait Islander peoples and other Australians. The focus was on supporting cultural reform to dismantle the structural barriers that continue to exist between Aboriginal and Torres Strait Islander peoples and their fellow Australians.*

*This Stretch RAP will continue to pursue cultural reform. It will also take the Commission closer to achieving our long term vision of safe, caring and connected communities and a fair and inclusive Queensland. This Stretch RAP commits the whole organisation to working in ways that respect, value, engage and support Aboriginal and Torres Strait Islander peoples.*

*ADCQ's Stretch RAP was developed by an internal RAP Working Group (RWG). The RWG is made up of a cross-section of Aboriginal, Torres Strait Islander and other staff members, in partnership with Reconciliation Australia. As part of ADCQ RWG for this RAP we will appoint new members to drive the implementation of our Stretch RAP initiatives, actively promoting the Stretch RAP within ADCQ and maintaining enthusiasm and commitment across the whole agency.*

*The challenge for ADCQ and all organisations is to translate what could be into reality. We at the ADCQ are looking forward to making a difference in closing unacceptable gaps for Aboriginal and Torres Strait Islander people, and building a fair and inclusive Queensland for all people.*

Kevin Cocks

A handwritten signature in blue ink, consisting of several loops and flourishes, positioned below the name 'Kevin Cocks'.

Anti-Discrimination Commissioner

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## **Our vision for reconciliation**

The Anti-Discrimination Commission Queensland's (ADCQ) vision for reconciliation is for Aboriginal and Torres Strait Islander peoples and other Queenslanders to contribute to a Queensland community that is fair, just and inclusive, where every Queenslander is treated with respect and dignity.

ADCQ's mission is to take a leadership role in human rights in Queensland through upholding, promoting and protecting the rights of all Queenslanders.

## **Our business**

The ADCQ is an independent statutory authority established under *the Anti-Discrimination Act 1991* and is committed to strengthening the public understanding, promotion and protection of human rights in Queensland. The Commission is led by the Anti-Discrimination Commissioner.

Our core business is to receive and deal with complaints of discrimination and other contraventions of the Act, and to promote human rights in Queensland. We are committed to delivering quality services that respond to the needs of the community, by:

- protecting and promoting human rights in Queensland.
- maintaining high quality service delivery through effective complaint management, community relations and training to the entire state.
- regularly participating in meetings and activities which serve to inform the ADCQ of issues and events across the state.

ADCQ has offices in Brisbane, Rockhampton, Townsville and Cairns. The Commission has a well-established education and community engagement program which aims to enhance the community's understanding of Queensland anti-discrimination legislation. Community engagement activities including the commission's website, targeted training, hosted community conversations, reference group meetings and policy advice are utilised to reach target groups in all areas of the state. In 2014-15 ADCQ engaged with 3,634 people in 276 training sessions and 346 community engagement activities across Queensland, attended by a diverse range of community organisations, local government councils, state government staff, private businesses and members of the public.

ADCQ employs 34 people to support its work, and this includes 3 Aboriginal and Torres Strait Islander employees.

ADCQ has established an Aboriginal and Torres Strait Islander Unit (the Unit) to inform and assist in its relationships with Aboriginal and Torres Strait Islander peoples and communities throughout Queensland. The Unit maintains involvement in a number of professional and community based Indigenous networks across South-East Queensland enabling connection with key stakeholders to inform and promote Aboriginal and Torres Strait Islander peoples human rights throughout Queensland.

## Our RAP

Our Commission's vision is of an inclusive Queensland and is championed by our Commissioner, Deputy Commissioner and Leadership Group, in directing ADCQ's work in building an inclusive Queensland where human rights can flourish. To assist in this process our RAP Working Group who comprises a cross-representation of our staff from the complaints, community engagement and corporate services team areas of Brisbane, Rockhampton, Townsville and Cairns regional offices and together with our Aboriginal and Torres Strait Islander Unit will provide ongoing support and contribute to the development and evaluation of our RAP targets throughout the duration of our new Stretch RAP.

Our RAP journey commenced in 2011-12 with our then Working Group and Reconciliation Australia developing our first RAP, as a commitment to closing the human rights gaps that continue to exist between Aboriginal and Torres Strait Islander peoples and other Australians. To achieve our targets in our Stretch RAP an Internal RAP Champion will be selected from our Executive Leadership Team or Leadership Group, who will be guided by our Terms of Reference that will be developed by our Leadership Group.

As a reflection of our commitment ADCQ has actively participated in and acknowledges events of significance for Aboriginal and Torres Strait Islander Queenslanders. ADCQ staff participate by their representation and involvement in Aboriginal and Torres Strait Islander events and by understanding the current social issues compounded by discrimination that impact the inclusion of Aboriginal and Torres Strait Islander peoples in Queensland.

ADCQ recognises that a strong vision for reconciliation over the years has committed the whole organisation to working in ways that respect, value, engage and support Aboriginal and Torres Strait Islander peoples in their everyday lives. ADCQ has established a partnership with the Queensland Performing Arts Council (QPAC) in presenting the bi-annual Mabo Oration to raise community awareness of current human rights issues impacting Aboriginal and Torres Strait Islander Queenslanders. ADCQ's continuing involvement in the Mabo Oration partnership with QPAC has enabled the presentation of a suite of public discussions of contemporary human rights conversations delivered by a range of prominent Aboriginal and Torres Strait Islander speakers.

The Mabo Oration speakers presented the following suite of public addresses. These being;

- Noel Pearson 2005, "Peoples, Nations and Peace."
- Larissa Behrendt 2007, "Finding the Promise of Mabo: Law and Social Justice for the First Australians."
- Tom Calma 2009, "The Mabo decision – a turning point in Australia's history."
- Terri Janke, 2011, "Follow the stars: Indigenous culture, knowledge and intellectual property rights."
- Les Malezer 2013, "Corroboree"
- Dr Dawn Casey 2015, "The Mabo High Court judgement. Was it the agent for change and recognition?"

ADCQ also supports and is committed to creating awareness of Recognise events and has in 2014 partnered with the Queensland University of Technology, Law Faculty, Indigenous Law staff and Recognise to present a panel discussion titled Walk the Talk Forum on the issue of the recognition of Aboriginal and Torres Strait Islander peoples in Australia's founding document.

The Walk the Talk Panel Forum comprised members, Mick Gooda (Aboriginal & Torres Strait Islander Social Justice Commissioner), Joan Sheldon (retired former Liberal Member and Deputy Premier of Queensland's Legislative Assembly), Ian Brown (President of Queensland Law Society) and Stephanie Parkin (Aboriginal lawyer). The Forum was convened to raise broader awareness of the issues surrounding Constitutional Recognition in the general community and raised other associated issues in the process.

The Forum discussion was well received and further highlighted the complexities of the human rights issues facing Aboriginal and Torres Strait Islander peoples and prompted ADCQ to consider an ongoing role in continuing the conversations about these issues. Around this point ADCQ began to consider the development of a Stretch RAP to further challenge our organisation to take a stronger leadership role in pursuing human rights equality, recognition and reconciliation for Aboriginal and Torres Strait Islander peoples in Queensland.

These two events reflect ADCQ's commitment to a fair and inclusive Queensland.

The Mabo Oration, the Walk the Talk Forum and ongoing participation in Aboriginal and Torres Strait Islander community events has reinforced ADCQ's commitment to develop this three year Stretch RAP to reflect targets that will enhance our vision for a fair and inclusive Queensland that respects Aboriginal and Torres Strait Islander peoples.



## RELATIONSHIPS

To have strong relationships with Aboriginal and Torres Strait Islander communities across Queensland is important to ADCQ as they support our organisation's mission to effectively deal with complaints of discrimination and promote human rights to the benefits of Aboriginal and Torres Strait Islander peoples and all Queenslanders.

### Focus area: Communication, partnerships, education and support

Action	Responsibility	Timeline	Target
RAP Working Group (RWG) to continue to actively work with ADCQ staff and Regional Managers in monitoring the development and implementation of our Stretch RAP.	Deputy Commissioner	November 2016, ongoing	Oversee the development, endorsement and launch of the RAP.  Ensure there are Aboriginal & Torres Strait Islander peoples on the RWG.
	Coordinator, Aboriginal & Torres Strait Islander Unit	January, April, August and December 2017, 2018, 2019	Conduct four RAP Working Group meetings annually to review progress of Stretch RAP.
	All Leadership Group members	January, April, August and December 2017, 2018 and 2019	Leadership Group to monitor Stretch RAP targets set by the RAP Working Group at quarterly performance meetings.
	Executive Leadership Team (ELT)	January 2017	Appoint an internal RAP Champion from senior management.
	Deputy Commissioner and Coordinator Aboriginal and Torres Strait Islander Unit	March 2017	Leadership Group establish Terms of Reference for the RWG.

Action	Responsibility	Timeline	Target
Celebrate National Reconciliation Week (NRW) by providing opportunities for Aboriginal and Torres Strait Islander employees and other employees to build and maintain stronger relationships with local communities.	All Regional Managers and Deputy Commissioner	27 May- 3 June 2017, 2018 and 2019	All staff encouraged to participate in at least one event per office during NRW. Organise four internal NRW events for ADCQ staff each year. Register ADCQ events on Reconciliation Australia's NRW website. Encourage staff and senior leaders to participate in external events to recognise and celebrate NRW.
Maintain and leverage mutually beneficial relationships with Aboriginal and Torres Strait Islander peoples, communities and organisations to support positive outcomes.	Coordinator, Aboriginal and Torres Strait Islander Unit, Assistant Human Rights Officer and Coordinator, Community Engagement	March 2017	Implement and review engagement plan to work with Aboriginal and Torres Strait Islander peoples, communities and stakeholders. Each ADCQ office to meet with three local Aboriginal and Torres Strait Islander organisations to develop guiding principles for future engagement. Commit to establishing three formal two-way partnerships to build capacity in Aboriginal and Torres Strait Islander organisations and/or communities relevant to our sphere of influence.
Raise internal and external awareness of ADCQ RAP to promote reconciliation across our business and stakeholder sector.	RAP Working Group and the Aboriginal and Torres Strait Islander Unit	April, July and October 2017, 2018 and 2019	Implement and review a strategy to communicate our RAP to all internal and external stakeholders. Promote reconciliation through ongoing active engagement with all stakeholders. Our senior leaders are engaged in the delivery of RAP outcomes.
Celebrate and pay Tribute to Eddie Mabo and the landmark High Court Decision through oration event in partnership with Queensland Performing Arts Centre (QPAC).	Commissioner, Director Community Engagement, and Coordinator, Aboriginal and Torres Strait Islander Unit	June 2017	Host the 2017 Mabo oration event in partnership with QPAC Use event as a platform to educate and pay homage to Eddie Mabo in continued dialogue for ongoing rights to Aboriginal and Torres Strait Islander peoples. Actively seek a major sponsor to continue delivery of the Mabo Oration or similar tribute to Eddie Mabo beyond 2017.



## RESPECT

ADCQ recognises and respects the unique cultural heritage of Queensland's Aboriginal and Torres Strait Islander peoples and their special relationship with the land and sea. ADCQ is committed to continuing in promoting the integrity of, and respect for, Aboriginal and Torres Strait Islander peoples' history and their cultures to our internal staff and external stakeholders.

### Focus area: Foster respect and ensure our staff has increased cultural awareness and understanding

Action	Responsibility	Timeline	Target
Engage employees in cultural awareness training to increase understanding and appreciation of Aboriginal and Torres Strait Islander peoples, cultures, histories and achievements in order to lay the foundation for RAP actions to be achieved.	Deputy Commissioner, Regional Managers	July 2017, 2018 and 2019  July 2018  By 2018	Implement and review a cultural awareness training strategy for ADCQ staff which defines continuous cultural learning needs of employees in all areas of our business and considers various ways cultural learning can be provided (online, face-to-face workshops or cultural immersion). Commit to all staff undertaking online cultural learning, cultural workshop learning and cultural immersion learning activities. All cultural awareness training to be included as a mandatory requirement in all staff Performance and Development Plans.  All RWG members undertake cultural learning activities.  ADCQ senior executives undertake cultural learning activities.
Celebrate NAIDOC Week and support Aboriginal and Torres Strait Islander employees to engage with their culture and community through NAIDOC Week event activities.	Aboriginal and Torres Strait Islander Unit, Regional Managers	July 2017, 2018 and 2019	Provide opportunities for all Aboriginal and Torres Strait Islander staff to participate in local NAIDOC Week events. Support staff to participate in local NAIDOC Week events. Staff in all regions commit to participating in at least one event during NAIDOC Week celebrations. Hold an internal or public NAIDOC Week event. Promote ADCQ involvement at local events through social media and ADCQ website.

Action	Responsibility	Timeline	Target
Embed Aboriginal and Torres Strait Islander cultural protocols as part of the way ADCQ functions.	Commissioner, Deputy Commissioner Coordinator, Aboriginal and Torres Strait Islander Unit Regional Managers	April 2017	Implement and communicate a cultural protocol document for Welcome to Country and Acknowledgement of Country.
		November 2016, ongoing	Acknowledgement of Country to be included on ADCQ website homepage. Invite a local Traditional Owner to provide a Welcome to Country at a minimum of two significant public events hosted by ADCQ each year. Maintain and review a list of key contacts for organising a Welcome to Country. Ensure staff and senior leaders conduct an Acknowledgement of Country at all ADCQ hosted public events.
		April 2017	Include Acknowledgement of Country at the commencement of important internal meetings and public meetings.
Establish Aboriginal and Torres Strait Islander people in Queensland: a brief human rights history webpage available on ADCQ website.	Coordinator, Aboriginal and Torres Strait Islander Unit	November 2016	Create and display an Acknowledgement of Country plaque in our ADCQ head office foyer.
		June 2017	Compile and launch the Aboriginal and Torres Strait Islander People: a brief human rights history webpage with specific reference to Queensland to inform the public on the continued impacts of colonisation on First Australian Peoples such as social issues and human rights.  Scope, develop and implement a plan to create learning resources for Queensland schools and the public to utilise.



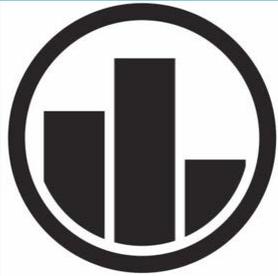
## OPPORTUNITIES

ADCQ is committed to creating opportunities for Aboriginal and Torres Strait Islander peoples and communities to be involved with ADCQ as staff members, cadets and stakeholders as it will enhance ADCQ's capacity to connect with and best support Aboriginal and Torres Strait Islander peoples and communities.

**Focus area:** To ensure continuing employment opportunities for Aboriginal and Torres Strait Islander peoples.

Action	Responsibility	Timeline	Target
Increase Aboriginal and Torres Strait Islander recruitment and retention.	Deputy Commissioner	June 2019	ADCQ commit to maintain the current three full time identified Aboriginal and Torres Strait Islander positions. Any temporary or permanent vacancies of these positions will be replaced by Aboriginal and/or Torres Strait Islander staff. In addition ADCQ will explore options for Aboriginal and Torres Strait Islander cadetship within our Townsville office.
	Director, Corporate Services	As vacancies arise, ongoing	Review and update HR policy to include advertising all ADQ permanent vacancies in Aboriginal and Torres Strait Islander newspapers and networks.
	Regional Managers	November 2016, 2017, 2018	Implement, review and update Aboriginal and Torres Strait Islander employment and retention strategy, including their professional development.
	Supervisory Managers	Annual Performance Development Plans, November 2016, ongoing	Encourage Aboriginal and Torres Strait Islander staff to seek assistance in identifying training needs for professional development. Engage with Aboriginal and Torres Strait Islander Unit and existing staff to consult on employment strategies.
Increase Aboriginal and Torres Strait Islander supplier diversity within ADCQ.	Aboriginal and Torres Strait Islander Unit with assistance from Corporate Services and Regional Managers	March 2017  September 2017	Implement and review an Aboriginal and Torres Strait Islander procurement strategy. Set procurement target for goods and services from Aboriginal and Torres Strait Islander owned businesses. Develop a list of two potential suppliers in each region which may be considered during procurement activities.  Develop at least two commercial relationships from the potential suppliers list with Aboriginal and Torres Strait Islander businesses. Set target for the number of commercial relations with Aboriginal and Torres Strait Islander businesses.

Action	Responsibility	Timeline	Target
Continue the Far North Queensland Health Project to facilitate conversations between relevant stakeholders in addressing barriers to optimal health outcomes for Aboriginal and Torres Strait Islander peoples.	FNQ Regional Manager Deputy Commissioner	December 2016	Continue implementation of the health project in Far North Queensland (FNQ) to address barriers to consumers accessing health services in the Cairns and Hinterland Hospital and Health Service regions. Continue to facilitate conversations between relevant stakeholders to work towards addressing barriers to access health services by Aboriginal and Torres Strait Islander peoples. Develop a Memorandum of Understanding (MOU) to partner with local FNQ Health Services and Aboriginal and Torres Strait Islander Community Health Services to ensure effective implementation of the project.



## TRACKING PROGRESS AND REPORTING

Action	Responsibility	Timeline	Target
Review and report on ADCQ RAP progress, implementation and tracking.	Aboriginal and Torres Strait Islander Unit with RAP Working Group	August 2017, 2018, 2019	Conduct a RAP project review biannually.
	Coordinator, Aboriginal and Torres Strait Islander Unit	September 2017, 2018, 2019	Report on RAP progress publicly for inclusion into ADCQ Annual Report.
	Coordinator, Aboriginal and Torres Strait Islander Unit	January 2017, 2018	Project review submitted to Deputy Commissioner for input, advice and approval.
Report RAP achievements, challenges and learnings to Reconciliation Australia for inclusion in the Annual Impact Measurement Report.	Deputy Commissioner, Coordinator, Aboriginal and Torres Strait Islander Unit	30 September 2016, 2017, 2018, 2019  September 2018  December 2016, 2017, 2018	Complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia annually.  Investigate participation in the biennial RAP Barometer.  Develop and implement systems and capability needs to track, measure and report on ADCQ RAP activities.

Action	Responsibility	Timeline	Target
Review, refresh and update ADCQ RAP.	Coordinator, Aboriginal and Torres Strait Islander Unit	November 2018  January 2017, 2018	Send draft ADCQ RAP to Reconciliation Australia for formal feedback and endorsement.  Review, refresh and update ADCQ RAP based on learnings, challenges and achievements.

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